

No 469, 14 November 1991

NEGOTIATED AGREEMENT ON ALTERNATIVE WORK SCHEDULES

1. The enclosed Agreement on Alternative Work Schedules (AWS) has been negotiated between management and the American Federation of Government Employees, Local 1858 for application to bargaining unit employees in the activities listed below:

U.S. Army Missile Command
Redstone Arsenal Commissary
U.S. Army Information Systems Command - MICOM
U.S. Army Test, Measurement and Diagnostic Equipment Activity
U.S. Army Program Executive Office - Fire Support
U.S. Army Program Executive Office - Air Defense
Line of Sight Antitank Project Office
Air Defense Command and Control Systems Project Office
Army Unmanned Aerial Vehicle Project Office
Redstone Technical Test Center

2. In accordance with 5 U.S. Code 7114(c), the Agreement, which was executed on 3 Sep 91, was reviewed and approved on 24 Sep 91. The provisions of the Agreement are effective the first pay period after 30 workdays from the date approved which is the pay period beginning 17 Nov 91.

3. Starting on 17 Nov 91, bargaining unit employees in covered activities must work a tour of duty established in accordance with the AWS Agreement.

4. In compliance with paragraph 12 of the AWS Agreement, supervisors in covered activities should post a copy of the Agreement on appropriate bulletin boards and should retain a copy which could be made available for employees to read upon request.

NEGOTIATED AGREEMENT

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- 1. The Employer will establish alternative work schedule systems for bargaining unit employees to include an 8-hour-day/40-hour-week schedule with a flexitour of (0700-0800) and a 5-4/9 compressed work schedule (CWS) with a flexitour of (0700-0800). Any employees who are now included on the 8-hour-day/40-hour-week schedule with flexitour between 0630 and 0900 will be allowed to continue to come to work at their presently scheduled time under a grandfather clause. This applies only to current employees who remain on the 8-hour-day/40-hour-week schedule. However, once an employee changes start time or changes to compressed work schedule, the grandfather clause no longer applies. An employee who subsequently changes from a 5-4/9 schedule back to an 8-hour-day flexitour schedule, may report to work between 0630 and 0900, if those were the starting times under the flexitour schedule previously worked by the employee before experimenting with a 5-4/9 schedule. Retreating to a flexitour schedule with a 0630 to 0900 starting band is a onetime option. The CWS will provide all eligible employees the option of working 9 hours per day for 8 days of the biweekly pay period and 8 hours for 1 day, to complete the basic work requirement of 80 hours for a biweekly pay period in 9 days. Employees on CWS will have 1 day off during each biweekly pay period. This Agreement does not cover part-time employees, or employees assigned to locations outside the Huntsville, Alabama area.**
- 2. Days off for CWS participants will be limited to Fridays. The Employer will be responsible for determining which employees will be off the first Friday of the pay period and which employees will be off on the second Friday of the pay period. The 8-hour workday will be set by mutual agreement between the supervisor and the employee.**
- 3. Employees choosing the 8-hour-day/40-hour-week schedule may select a starting time at 15 minute intervals between 0700 and 0800 hours which will result in the tour of duty ending between 1530 and 1630 hours. Employees choosing the 5-4/9 compressed work schedule may select a starting time at 15 minute intervals between 0700 and 0800 hours which will result in the tour of duty ending between 1630 and 1730 hours on 9-hourdays and between 1530 and 1630 hours on 8-hour days. Those employees who change from the 8-hour-day flexitour schedule to the 5-4/9 also would start work between 0700 and 0800. However, if it can be demonstrated that prior to switching to the 5-4/9 schedule, those employees arrived between 0800 and 0900 hours on a flexitour schedule, the practice may be continued. Employees must maintain each schedule for at least 3 months.**
- 4. Employees scheduled for training, TDY, or special assignments will work the schedule of the host activity, or hours predetermined by the employee and the supervisor. When employee returns to regular duty, the waiting period to go on AWS does not apply.**
- 5. In a pay period with a holiday, the 8-hour-day automatically changes to the employee's holiday for CWS participants. If a holiday falls on an employee's day off, the employee will take the holiday in accordance with established regulatory procedures.**

- 13. Employees may initially select an AWS in accordance with this Agreement to be effective beginning with the first full pay period following 30 workdays after final approval of this Agreement.**
- 14. Newly hired employees upon reporting to work will be given information and an opportunity to select an AWS in accordance with this Agreement.**
- 15. This Agreement will replace and supersede Article 12, Flexitour, in the Agreement (dated 19 Jun 81) covering nonprofessional employees of MICOM, TMDE Support Group, ISC-MICOM and the Commissary and will replace and supersede Article 36, Flexitour, in the Agreement (dated 1 July 1983) covering professional employees of MICOM and the TMDE Support Group.**
- 16. This Agreement is applicable to nonprofessional employees in the bargaining unit certified as the U.S. Army Missile Command, the U.S. Army Test, Measurement, and Diagnostic Equipment Support Group, the U.S. Army Information Systems Command-MICOM and the U.S. Army Commissary and to professional employees in the bargaining unit certified as the U.S. Army Missile Command and the U.S. Army Test, Measurement, and Diagnostic Equipment Support Group.**